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› May 2023

 **Latest release**

Employee Earnings and Hours, Australia

Includes earnings and hours statistics for characteristics such as industry, occupation, sex, age, full-time/part-time, and method of setting pay

Reference period May 2023

Released 24/01/2024

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Key statistics

- Median weekly earnings were \$1,300.00 for all employees, \$1,509.00 for males and \$1,130.00 for females.
- Occupations with the highest hourly earnings were Managers (\$67.20) and Professionals (\$60.60).

- Individual arrangement was the most common method of setting pay (38.7%), followed by collective agreement (34.0%).

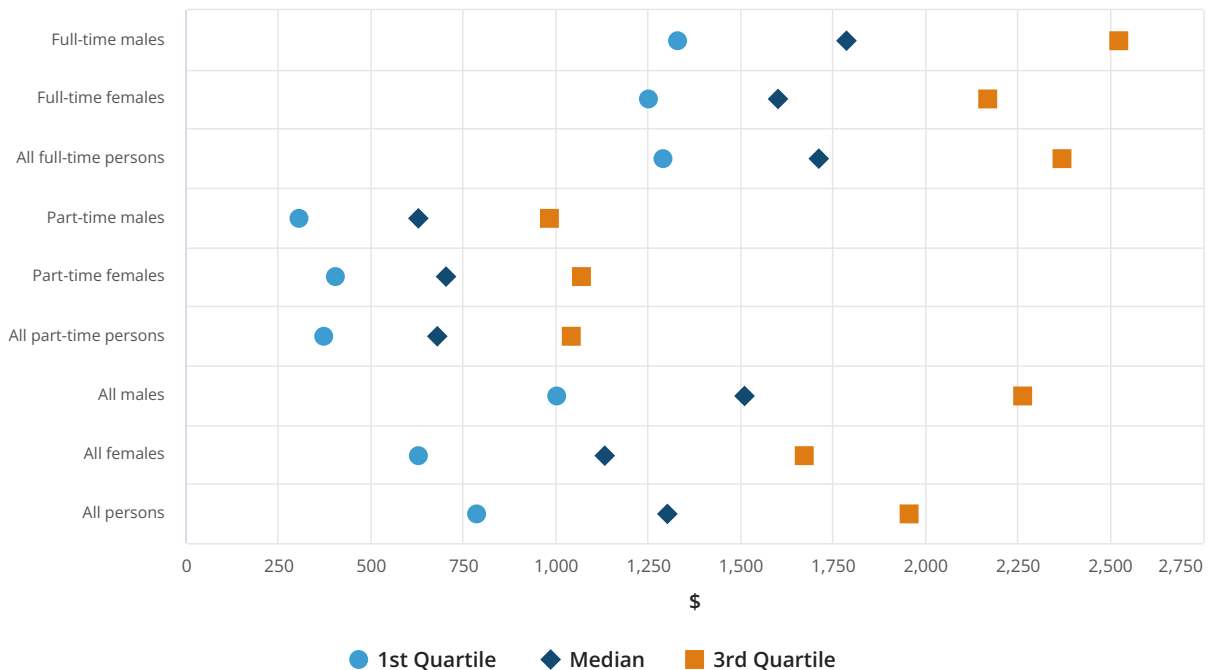
Additional data has been released on the use of restraint clauses in Australia. This content is published in the article [Restraint Clauses, Australia, 2023 \(/articles/article-65baef259395b\)](#).

All employees, average weekly total cash earnings, number of employees and proportion of employees - sex by employment status (a)

	Average weekly total cash earnings (\$)	Number of employees ('000)	Proportion of employees (%)
Full-time males	2,074.20	4,526.0	35.9
Part-time males	758.70	1,596.1	12.7
All males	1,731.20	6,122.1	48.6
Full-time females	1,814.90	2,884.0	22.9
Part-time females	816.60	3,587.1	28.5
All females	1,261.50	6,471.0	51.4
Full-time persons	1,973.30	7,410.0	58.8
Part-time persons	798.70	5,183.2	41.2
All persons	1,489.80	12,593.1	100.0

a. May not sum to totals due to rounding

All employees, distribution of weekly total cash earnings - employment status by sex



Available populations

All employees

- Provides estimates based on every employee in scope for the survey. This covers both managerial (including owner managers of incorporated enterprises) and non-managerial employees.
- This population is useful for high level analysis of employee earnings and hours data by all major classifications.

Non-managerial employees

- Excludes owner managers of incorporated enterprises and managerial employees who have strategic responsibilities in the conduct or operations of the organisation and/or are in charge of a significant number of employees.
- This population has a direct link between employee earnings and hours paid for and can

be used to analyse hourly rates.

Full-time non-managerial employees paid at the adult rate

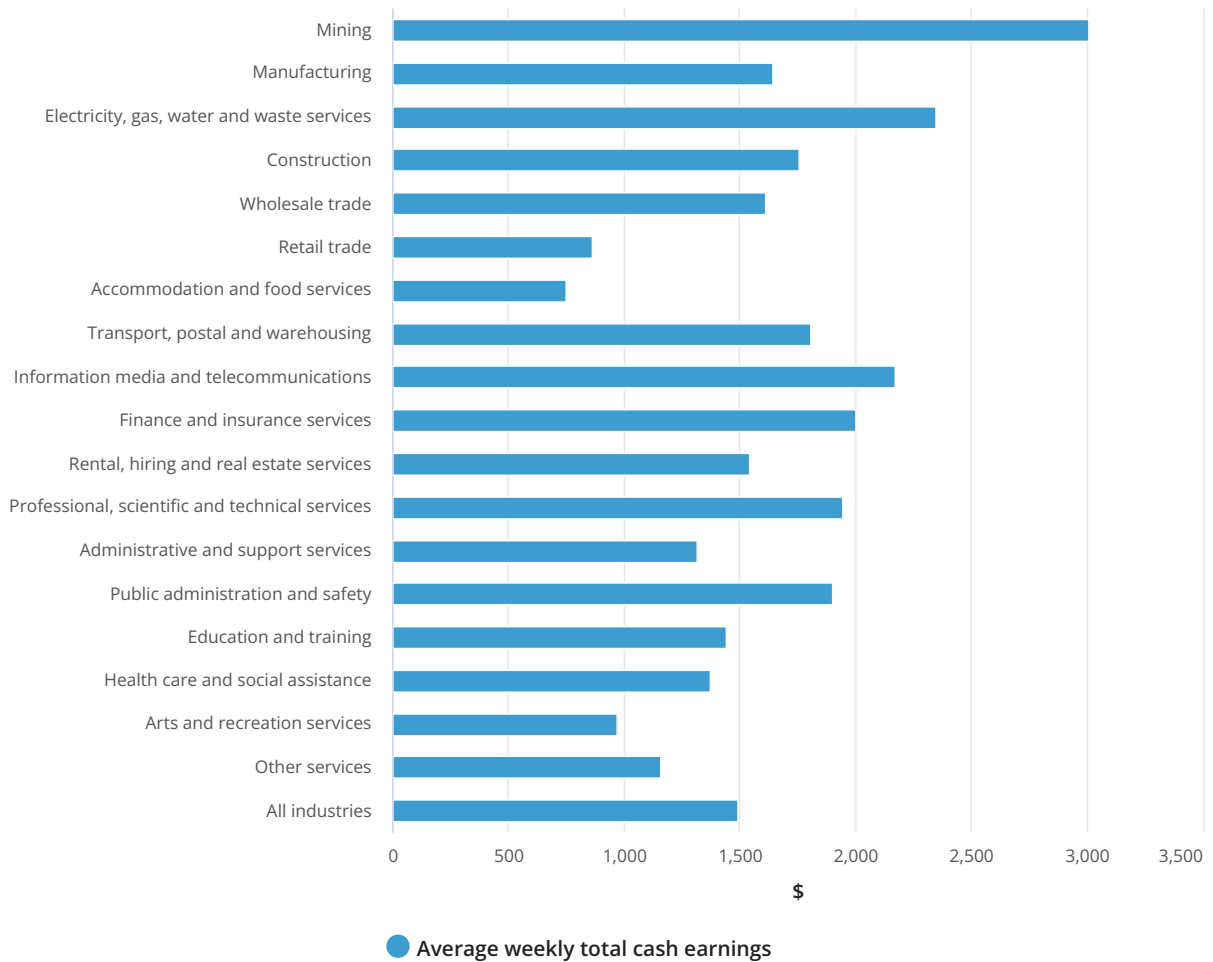
- Provides a relatively homogenous employee population.
- This population excludes part-time employees, managerial employees (including owner managers of incorporated enterprises) and those not paid at the adult rate. As a result, it removes many employees with unusually high or low earnings from the population of interest. Removing these extreme values can be useful when comparing pay rates between occupations or when analysing the gender wage gap (particularly for weekly earnings).

Gender pay gap guide

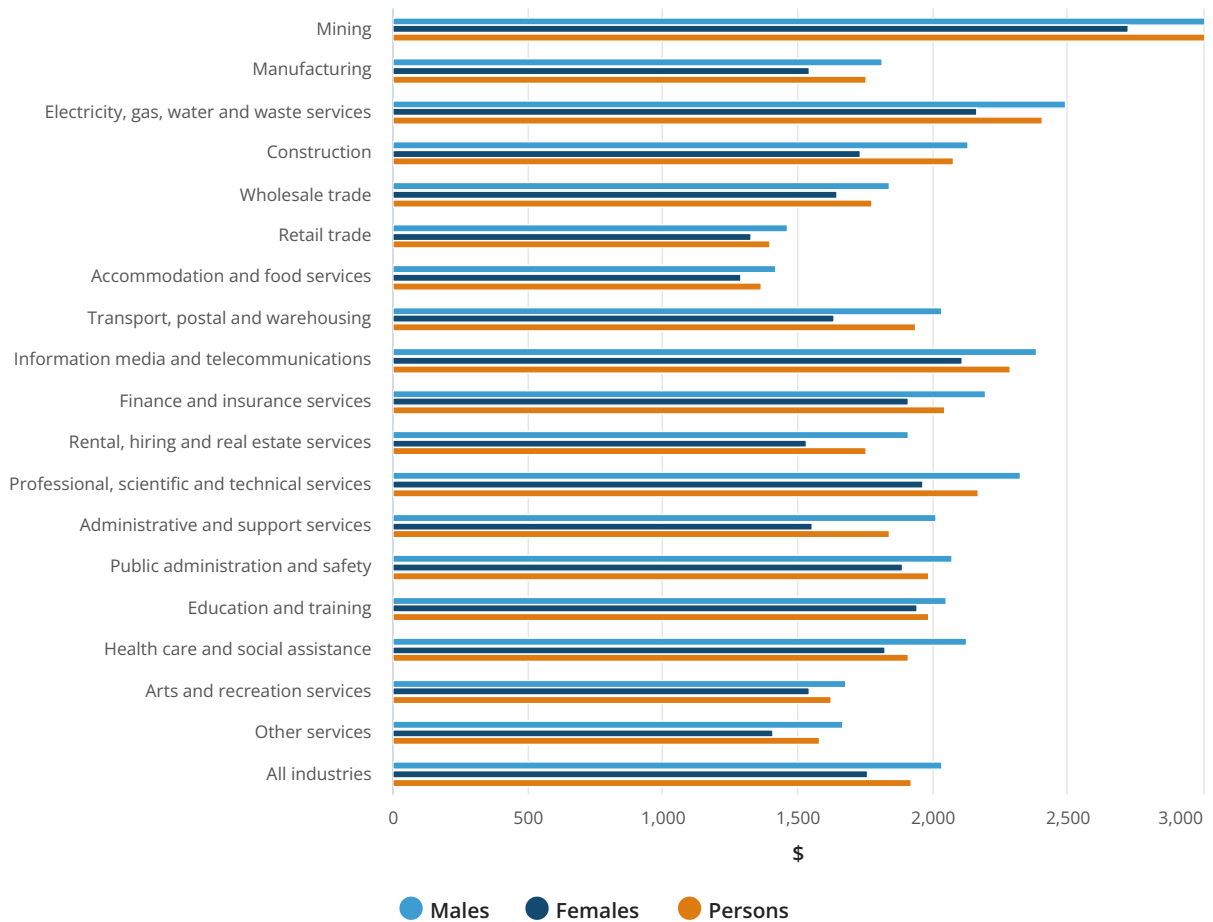
To learn more about different measures of the gender pay gap, see our [Gender pay gap guide \(/statistics/understanding-statistics/guide-labour-statistics/gender-pay-gap-guide\)](#). It provides summary information on the gender pay gap, the key contributing factors, and the ABS' recommended indicators.

Industry

All employees, average weekly total cash earnings - industry



Full-time non-managerial employees paid at the adult rate, average weekly total cash earnings - industry by sex

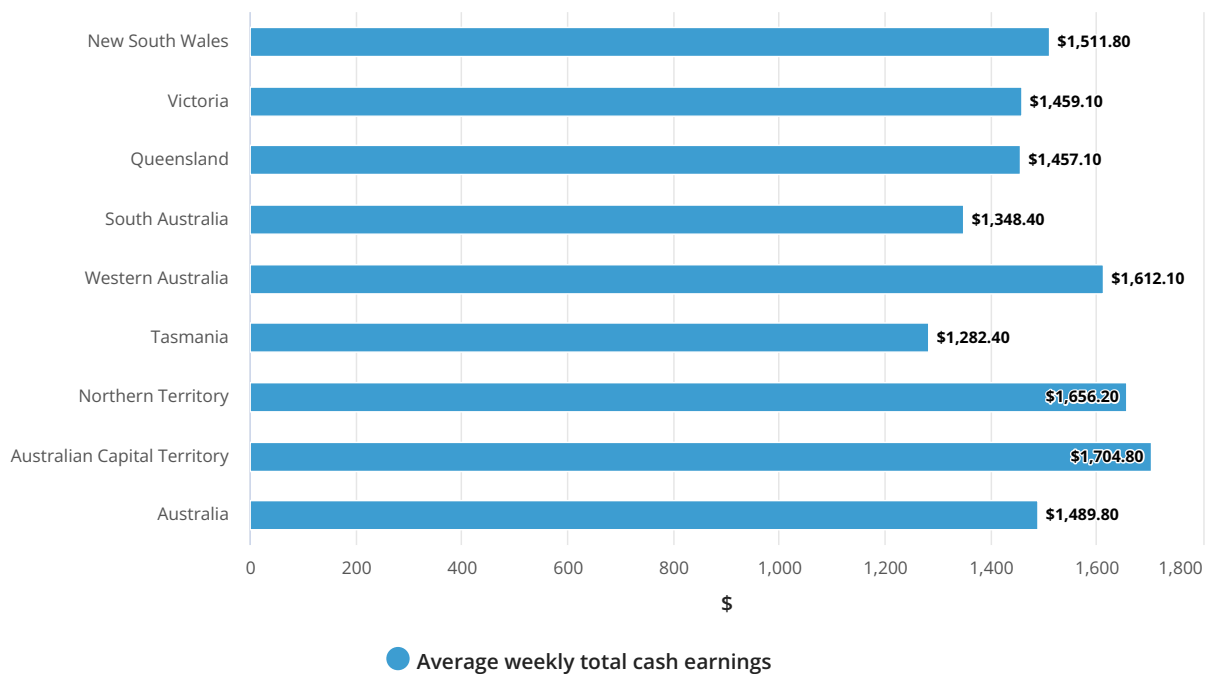


Non-managerial employees, average weekly total hours paid for, average hourly total cash earnings - industry

	Average weekly total hours paid for (hours)	Average hourly total cash earnings (\$)
Mining	42.5	69.10
Manufacturing	37.5	40.80
Electricity, gas, water and waste services	39.2	57.30
Construction	38.4	45.00
Wholesale trade	35.5	42.50
Retail trade	25.3	31.40
Accommodation and food services	22.8	29.10
Transport, postal and warehousing	37.9	43.80
Information media and telecommunications	34.9	56.60
Finance and insurance services	34.7	51.50
Rental, hiring and real estate services	34.5	41.00
Professional, scientific and technical services	33.9	53.00
Administrative and support services	30.5	40.40
Public administration and safety	34.6	50.20
Education and training	27.0	51.60
Health care and social assistance	27.9	47.20
Arts and recreation services	23.9	37.60
Other services	29.8	35.10
All industries	31.0	44.00

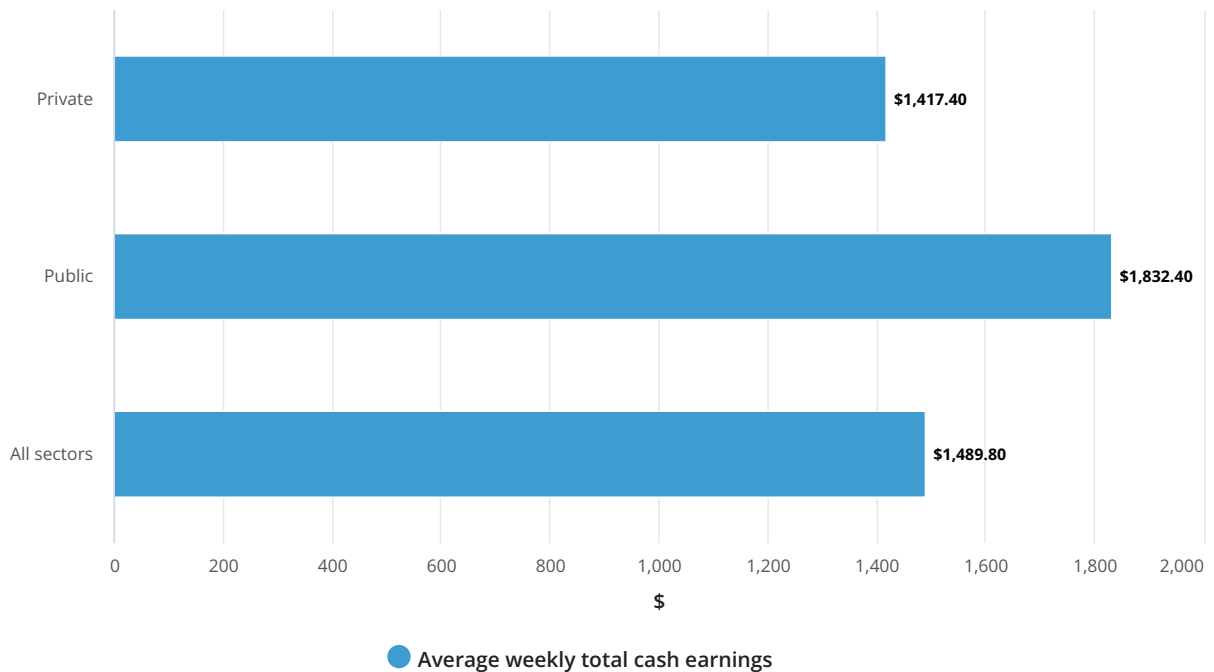
State

All employees, average weekly total cash earnings - states and territories



Sector

All employees, average weekly total cash earnings - sector

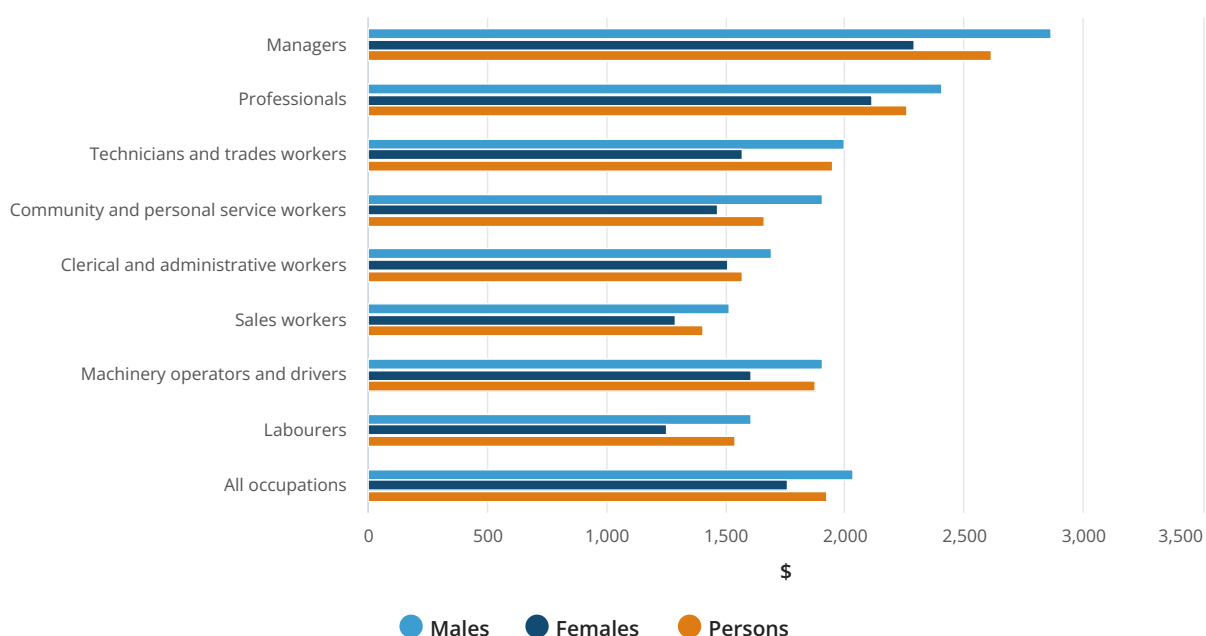


Occupation

All employees, number of employees, average weekly total cash earnings - occupation

	Number of employees ('000)	Average weekly total cash earnings (\$)
Managers	1,068.0	2,712.40
Professionals	3,030.0	1,954.00
Technicians and trades workers	1,451.1	1,614.20
Community and personal service workers	1,763.6	953.10
Clerical and administrative workers	1,900.9	1,238.90
Sales workers	1,390.3	785.40
Machinery operators and drivers	724.1	1,631.00
Labourers	1,265.0	1,022.00
All occupations	12,593.1	1,489.80

Full-time non-managerial employees paid at the adult rate, average weekly

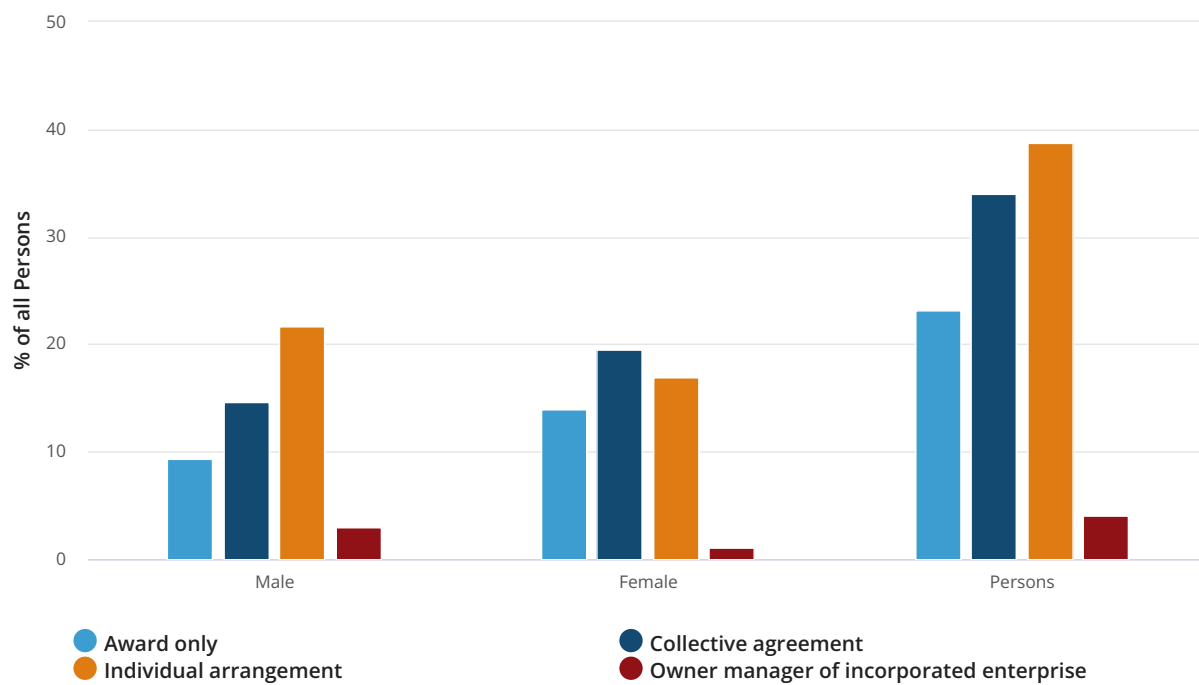


Non-managerial employees, average weekly total hours paid for, average hourly total cash earnings - occupation

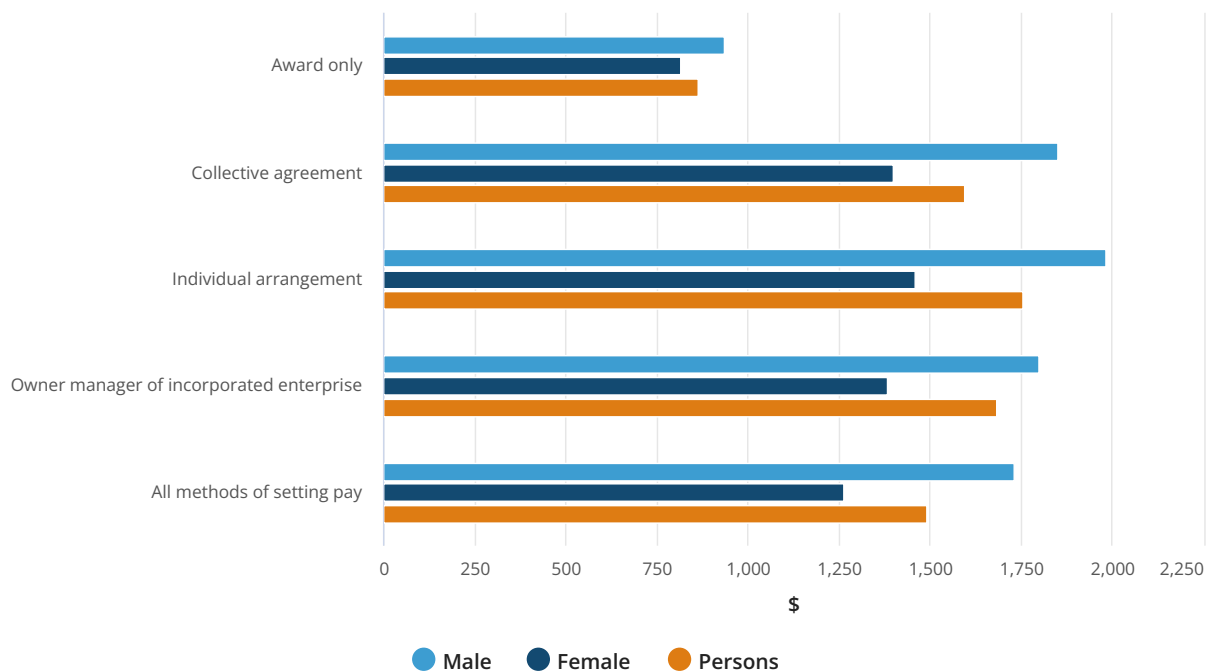
	Average weekly total hours paid for (hours)	Average hourly total cash earnings (\$)
Managers	36.8	67.20
Professionals	32.2	60.60
Technicians and trades workers	37.7	42.00
Community and personal service workers	25.0	36.80
Clerical and administrative workers	31.3	39.00
Sales workers	23.8	30.90
Machinery operators and drivers	39.4	40.30
Labourers	29.8	32.20
All occupations	31.0	44.00

Method of setting pay

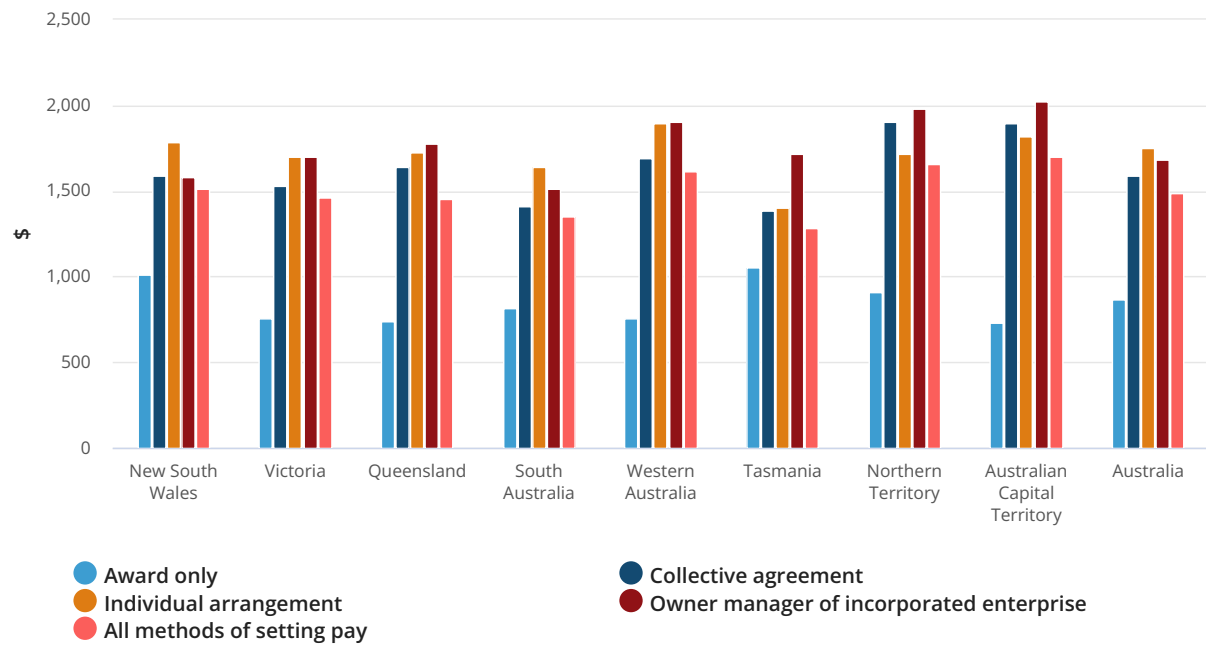
All employees, proportion of employees - sex by method of setting pay



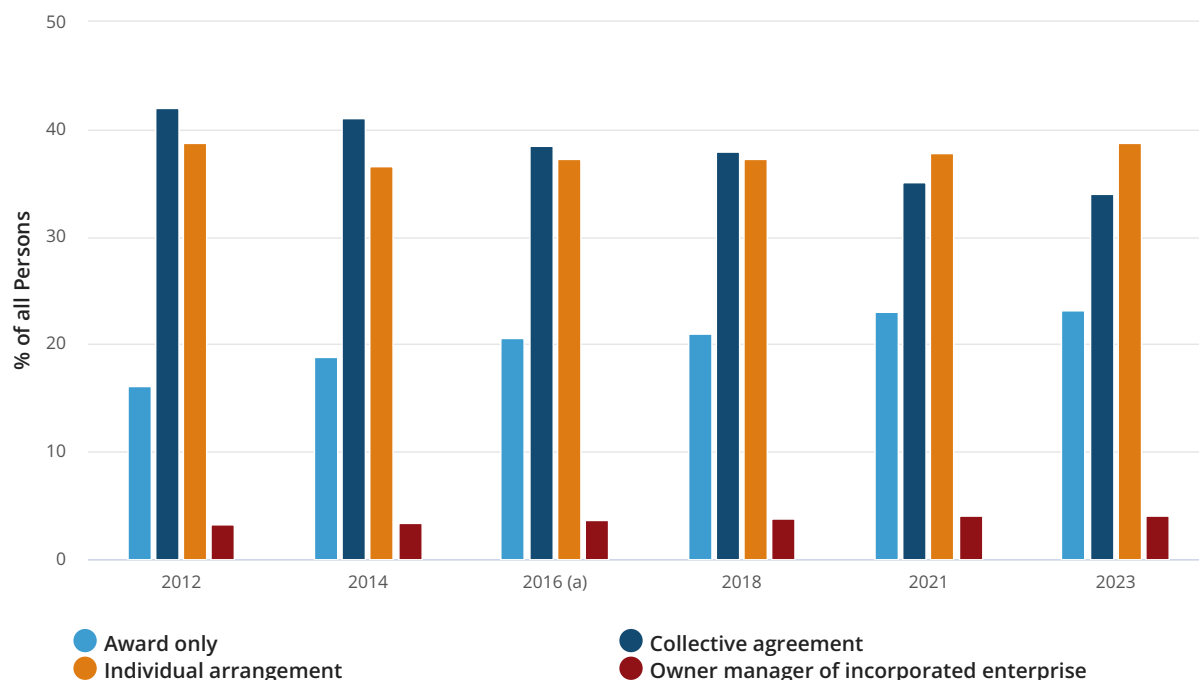
All employees, average weekly total cash earnings - method of setting pay by sex



All employees, average weekly total cash earnings - states and territories by method of setting pay



All employees, proportion of employees - method of setting pay



(a) Data for 2016 is based on indicative comparable estimate proportions. For further information, see Appendix 1 in the [2018 Feature Article \(https://www.abs.gov.au/articles/guide-understanding-employee-earnings-and-hours-statistics\)](https://www.abs.gov.au/articles/guide-understanding-employee-earnings-and-hours-statistics).

Data downloads

Data cube 1. All employees

Number of employees, average weekly total cash earnings, average age - rate of pay and age category: by employment status by sex, type of employee by sex, occupation, industry, states and territories, sector, employer size

[↓ Download XLSX](#)
[168.97 KB]

Data cube 2. All employees

Number of employees, average weekly total cash earnings, average age - method of setting pay: by employment status by sex, type of employee by sex, occupation, industry, states and territories, sector,

employer size

[!\[\]\(35e4f762fc1cfea5610d92e2d225d5b4_img.jpg\) **Download XLSX**](#)
[\[107.75 KB\]](#)

Data cube 3. All employees

Distribution, deciles and quartiles of weekly total cash earnings - age category, method of setting pay, employment status, type of employee, occupation by sex, industry, sector, states and territories

[!\[\]\(9dfdaff1d86ba3c1f8353b4d1b61b8c5_img.jpg\) **Download XLSX**](#)
[\[237.69 KB\]](#)

Data cube 4. Non-managerial employees

Number of employees, average weekly total cash earnings, average weekly total hours paid for, average hourly total cash earnings - rate of pay and age category: by employment status by sex, type of employee and status by sex, occupation, industry, states and territories, sector, employer size

[!\[\]\(642aa997563f9a325b310230bb5078b7_img.jpg\) **Download XLSX**](#)
[\[218.06 KB\]](#)

Data cube 5. Non-managerial employees

Number of employees, average weekly total cash earnings, average weekly total hours paid for, average hourly total cash earnings - method of setting pay: by employment status by sex, type of employee and status by sex, occupation, industry, states and territories, sector, employer size

[!\[\]\(d0262bbe9d2356661a2e89321dfcc781_img.jpg\) **Download XLSX**](#)
[\[106.04 KB\]](#)

Data cube 6. Full-time non-managerial employees paid at the adult rate

Number of employees, average weekly total cash earnings, average weekly total hours paid for, average hourly total cash earnings - age category: by type of employee by sex, occupation, industry, states and territories, sector, employer size

[!\[\]\(0d7ca0919e6c47bbd874bfa0189fe22e_img.jpg\) **Download XLSX**](#)
[\[148.99 KB\]](#)

Data cube 7. Full-time non-managerial employees paid at the adult rate

Number of employees, average weekly total cash earnings, average weekly total hours paid for, average hourly total cash earnings - method of setting pay: by type of employee by sex, occupation, industry, states and territories, sector, employer size

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[\[100.01 KB\]](#)

Data cube 8. Full-time non-managerial employees paid at the adult rate

Distribution, deciles and quartiles of weekly total cash earnings - age category, method of setting pay, type of employee, occupation by sex, industry, sector, states and territories

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[\[259.3 KB\]](#)

Data cube 9. All employees

Number of employees, average weekly total cash earnings - method of setting pay: by age category

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[\[58 KB\]](#)

Data cube 10. All employees

Number of employees, average weekly total cash earnings - rate of pay: by age category

[!\[\]\(96cc62f861fdd6e50510c0224a756dff_img.jpg\) Download XLSX](#)
[\[58.8 KB\]](#)

Data cube 11. All employees

Average weekly total cash earnings, average age - sex: by detailed occupation (ANZSCO 4 digit)

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[\[155.12 KB\]](#)

Data cube 12. All employees

Average weekly total cash earnings, average age - method of setting pay: by detailed occupation (ANZSCO 4 digit)

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[\[298.82 KB\]](#)

Data cube 13. Full-time non-managerial employees paid at the adult rate

Average weekly ordinary time and total cash earnings, average weekly ordinary time and total hours paid for, average hourly ordinary time and total cash earnings - sex: by detailed occupation (ANZSCO 3 digit)

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[\[95.44 KB\]](#)

Data cube 14. Full-time non-managerial employees paid at the adult rate

Average weekly ordinary time and total cash earnings, average weekly ordinary time and total hours paid for, average hourly ordinary time and total cash earnings - method of setting pay: by detailed occupation (ANZSCO 3 digit)

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[\[116.86 KB\]](#)

Data cube 15. Full-time non-managerial employees paid at the adult rate

Average weekly ordinary time and total cash earnings, average weekly ordinary time and total hours paid for, average hourly ordinary time and total cash earnings - sex: by industry sub-division (ANZSIC 2 digit)

[!\[\]\(08ff79f060f3543d9ed549cc693d8b98_img.jpg\) Download XLSX](#)
[\[86.46 KB\]](#)

All data cubes

↓ [Download ZIP](#)
[1.97 MB]

Restraint clauses

Given the increasing interest in understanding employment conditions and arrangements in Australia, the ABS has produced new experimental data on the use of restraint clauses in employment contracts. It can be found in [Restraint Clauses, Australia, 2023 \(/articles/restraint-clauses-australia-2023\)](#).

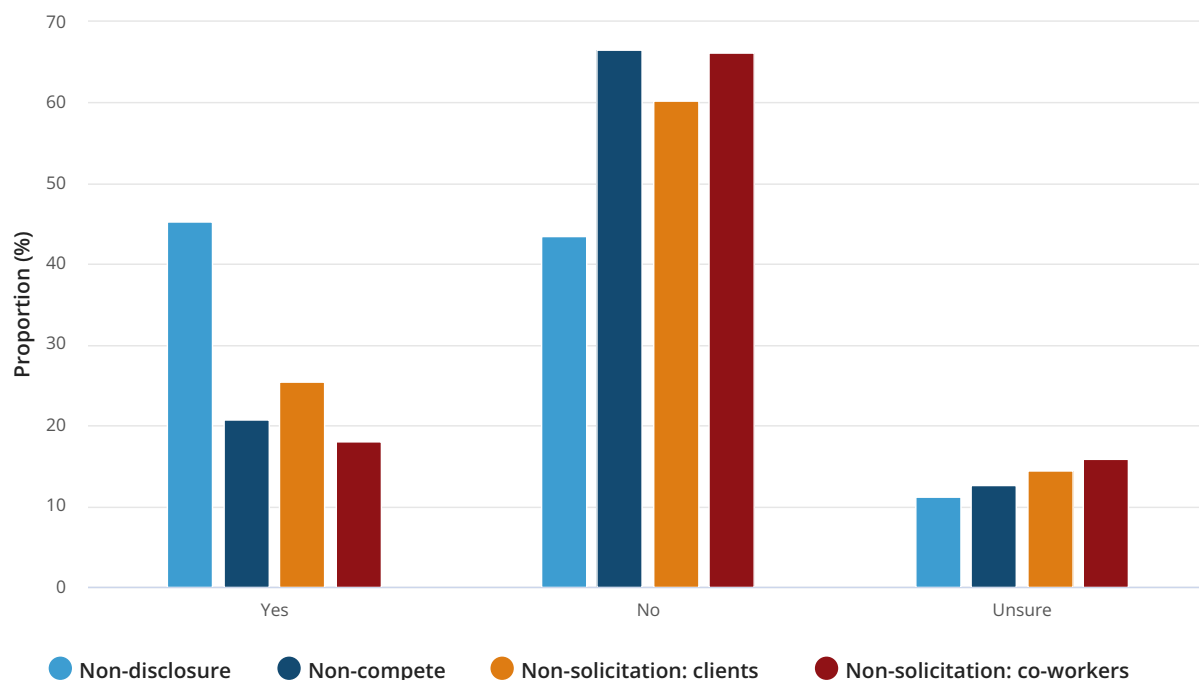
Information was collected from employers on their use of restraint clauses relating to Non-disclosure, Non-compete, Non-solicitation of clients, and Non-solicitation of co-workers. This was collected through a short follow-up survey of employers responding to the 2023 Survey of Employee Earnings and Hours.

In 2023, 46.9% of Australian businesses reported that they had used at least one type of restraint clause.

Non-disclosure clauses were the most common type of restraint clause, used by 45.3% of employers, followed by:

- Non-solicitation of clients (25.4%)
- Non-compete (20.8%)
- Non-solicitation of co-workers (18.0%)

Restraint clause use by employers



Post release changes

21/02/2024

Distributional, decile and quartile data for States and territories added to Employee Earnings and Hours data cubes 3 and 8. See Data downloads section.

Data on restraint clauses added. This information was collected through the Short Survey of Employment Conditions, a follow-up survey of employers responding to the 2023 Survey of Employee Earnings and Hours.

Previous catalogue number

This release previously used catalogue number 6306.0.

Methodology

[Employee Earnings and Hours, Australia methodology, May 2023](#)